

VERMONT DEPARTMENT OF CORRECTIONS 2016 REWARD AND RECOGNITION



MARK SHELTON - 5/26/2016

PROGRAM

SOCIAL / ARRIVAL¹



HONOR GUARD



WELCOME



¹ (Music by Gene McCormick)

GUEST SPEAKER, PAUL DRAGON



PROCLAMATION OF "CORRECTIONAL EMPLOYEES WEEK"



MANAGER OF THE YEAR**EDWARD ADAMS****SUPERINTENDENT****CHITTENDEN REGIONAL CORRECTIONAL FACILITY**

Edward Adams has been instrumental in leading CRCF through drastic reduction of mandatory overtime by hiring new staff through job fairs as well as dedication to current staff retention through staff training opportunities, promotions and staff appreciation. In 2012, prior to Ed being hired, the facility was over budget by \$138,904.00. Then in 2015, CRCF ended in the black by \$187,208.00 due to his management skills. Ed has done this by promoting staff input, acknowledging accomplishments, instilling pride in their work and their facility, leading to less sick leave, healthier staff and improved morale within all the ranks.

SUPERVISORS OF THE YEAR**MICHAEL BEYOR****CLUS****NORTHWEST STATE CORRECTIONAL FACILITY**

In the spring of 2015 CLUS Beyor was tasked to oversee the relocation of Vermont Treatment and Prevention of Sexual Abuse (VTPSA) from the Southeast State Correctional Facility to the NWSCF. The transition under his supervision went smoothly and he still provides active supervision as a member of the VTPSA Treatment Team. In September of 2015, Northwest's other CLUS went out on leave and within a month decided to retire, leaving Mike with all the CSS supervision and a void of CLUS duties at the NWSCF. Mike took on the extra responsibilities. Michael Beyor maintains a great attitude, outstanding work ethic, is always prepared to jump in and help out, and works until the job is done. These traits are infectious with others and he instills these values in those that he supervises.

ROY CATELLA**CFSS****CHITTENDEN REGIONAL CORRECTIONAL FACILITY**

CFSS Roy Catella is one of the longest serving and most respected supervisors in the DOC. He has served our department for 20 years. Roy has been a pivotal supervisor during the last few years that has led to great contributions to the way CRCF operates. Roy is also the primary staff person responsible for spearheading CRCF's recruitment and hiring efforts. We have seen tremendous reductions in attrition at CRCF due in large part to hiring higher quality staff and coaching them along. Roy coordinates the FTO program and has been responsible for coordinating CRCF's local training programs leading to over 90% compliance in all core comp areas. Roy Catella is a key player in improving the quality of professionalism in our DOC and the culture at CRCF.

CORRECTIONAL OFFICERS OF THE YEAR**SCOTT MORLEY****COII****NORTHERN STATE CORRECTIONAL FACILITY**

Officer Morley has worked at NSCF his entire 20-year career. Officer Morley possesses a working knowledge of the facility at all levels that cannot be rivaled. CO II Morley has made the transition from CO to CSS-to CWS-to SOS and back to CO II. In every position he has excelled. Officer Morley values beyond any issue being "fair" and logical in his approach to any issue. Officer Morley has such a great sense of himself and his role. He looks after his supervisors, takes on the tough issues and personalities; and hates to be recognized for his efforts. Scott Morley's character and dedication stands as the highest example of excellence.

KENNETH SWAIN**COI****SOUTHERN STATE CORRECTIONAL FACILITY**

COI Ken Swain is assigned as the primary SSCF Intel Officer. In his post Swain has uncovered witness tampering, resulting in significant legal actions. He also exposed an ongoing child sexual exploitation case that was occurring across state lines. This one involves multiple agencies and jurisdictions and the inmate and the outside party are facing serious charges. He has also exposed significant Security Threat Group connections and helped to interrupt their in-house enterprises. As a direct result of COI Swain's dedication and hard work SSCF is a safer place to work and the community is a safer place to be with local sites, his professionalism and willingness to go the extra mile.

CSTLS OF THE YEAR**PAUL TRUCOTT****WORK CREW FOREMAN****NORTHEAST REGIONAL CORRECTIONAL COMPLEX**

Work Crew Foreman Paul Trucott balances security and customer relations to ensure all party's needs are met. In three short years, Paul has led a strong team of Crew Leaders to become even stronger, more efficient and accountable to the Department, to each other and to themselves. Paul uses a combination of business/life experience, correctional experience and a well-grounded common sense approach with all that he comes into contact with. Paul has been instrumental in combatting the introduction of contraband, changing the culture and setting the bar high in holding himself, his crew leaders, other staff and the inmates accountable.

MICHAEL MERCHANT**CSTL****MORRISVILLE P&P**

Mike was asked to take on responsibility for the MOPP work crew when the assigned staff member was unavailable for an extended period of time, all in addition to his duties at Barre P&P. He quickly developed an understanding of the Morrisville operation, keeping it functional all while implementing OMS into the work crew operation. Mike developed excellent working relationships with local staff and site supervisors/contractors as well as clients on the crew. The MOPP has received several calls of appreciation for all Mike has done in working.

CORRECTIONS SERVICE SPECIALIST (CSS) OF THE YEAR**TINA HEYWOOD****CSSII****NORTHEAST REGIONAL CORRECTIONAL COMPLEX**

As an experienced CSS II, Tina Heywood is reliable, efficient, energetic and unrelenting in the performance of her duties; ensuring Department philosophy and directives are consistently maintained. Tina is fair, firm and consistent in her performance and delivery when managing offenders. Tina manages each case with her heart while adhering to the parameters set forth. In essence, Tina goes the extra mile in balancing the goals of the Department and the goals of each individual offender on her caseload. Tina has received numerous acknowledgements from other Department staff for her performance and follow through on cases as well as several accolades from other agencies and community partners citing her professional communication, dedication and follow through.

ALETA FEENEY-BROSSEAU**CSSII****BRATTLEBORO P&P**

Aleta carries a sex offender caseload at Brattleboro P&P. She maintains a high degree of integrity, knowledge and professionalism with this challenging and complicated group. She identifies the specific risks posed by each offender individually and responds appropriately to that offender's situation in a clear, supportive, and responsive manner. She is a fierce advocate for getting necessary, often limited, housing and services for those she supervises. She always goes the extra mile to just do it right the first time.

CHRISTINA GRANGER**CSSII****SOUTHERN STATE CORRECTIONAL FACILITY**

CSS II Christina Granger is often tasked with extra assignments, due to her communication skills. Over the last couple of years, she has been called upon numerous times to help out with a particular inmate who is often challenging to work with. She is able to get him to shower, shave and move to a different cell so his cell can be cleaned, when others have not been able to gain compliance. CSS Granger is called upon for other extra assignments as well. She is an expert at file audits and is always more than willing to help other staff out with making sure they are complete. She always goes the extra mile for everything she does. She is a terrific team player!

ADMINISTRATIVE SUPPORT SERVICES EMPLOYEE OF THE YEAR**SANDRA WILLIAMS-CROSSLEY ADMINISTRATIVE ASSISTANT A****HARTFORD P&P**

Sandra is very skilled at organizing the day to day priorities and quick to assist others in critical needs. This year Sandra was instrumental in working with the OMS team to include coordinating all training efforts that led to a smooth transition. In July of last year, the Hartford office moved to a newly constructed work site. This task took two years in planning. Sandra became involved in the process from the very beginning and worked closely in being the lead liaison with our move. This was a tremendous amount of work. Sandra's greatest strength is she always shows up to work cheerful, spreading good will to the entire staff.

SUPPORT SERVICES EMPLOYEE OF THE YEAR**SARAH TRUCKLE****POLICY AND IMPLEMENTATION ANALYST****PDU/CENTRAL OFFICE**

Since Sarah Truckle started her career at DOC, Sarah has consistently contributed to the continuous improvement of department operations by creating clear, concise and accurate policy documents. In her first year of employment, working with multiple staff and stakeholders, she was able to finalize all the outstanding policy documents required to achieve PREA compliance. This was an outstanding accomplishment given the complexity of the work and the time requirement. Since that time, she has finalized over 20 additional policy documents. She has also completed the massive reworking of the case management directive which required extensive research and collaboration across all areas of department operations. In every aspect of her work, Sarah is focused on creating an open and collaborative environment. She is an excellent ambassador for our department.

CORRECTIONS TEAM OF THE YEAR



PEER SUPPORT TEAM



(**2016 DOC Representative for the PSRW)

TYLER PRUE – TEAM LEADER, CO

KYLE BECKWITH – SSCF

AMBER GIBBS-CO

NORAH QUINN – NECC

JON TUREK – NWSCF

SAMUEL SANTOS – BUPP

MONIQUE SULLIVAN – SSCF

MATT ENGELS – NWSCF

WENDY YODER – CO

JODI SAFFORD -SSCF

STEPHEN RUSSELL – NECC

BENJAMIN WEBSTER -MVRCF

CHRIS BAIRD - SSCF

Peer Support is simply one friend or colleague listening to another in order to help him/her cope with stress, a traumatic event or even decompression of the daily grind. Employees that dedicate themselves to being part of the peer support team do so in a selfless manner. Peer supporters give their time and efforts to support corrections employees process difficult and stressful situations. They are available on short notice, set aside their normal duties and responsibilities to respond to locations of need around the state. They make themselves available to help other process incidents, move forward, and learn from their experiences in a safe environment. Peer supporters are an important part of staff wellness and offer support that can only be given by co-worker that care about the health and wellbeing of their fellow Corrections Employees.

PRESERVATION OF LIFE

**KYLE LENHER****JESSICA DANIELS****MARBLE VALLEY REGIONAL CORRECTIONAL FACILITY**

On 12/19/15, during a routine transport for MVRCF, an inmate suffered a medical emergency resulting in her loss of consciousness. Transporting Officers Jessica Daniels and Kyle Lenher immediately recognized the seriousness of the situation. They stopped the transport van, contacted emergency services, and provided first aid until the EMTs arrived. During this time, the inmate continued to fade in and out of consciousness. The inmate was ultimately transported to the hospital and subsequently recovered. The attentiveness of the transporting officers and their quick action in providing first aid and getting EMTs on site was critical to the successful resolution of this incident.

GREGORY DWYER**JOSEPH AOUN****MARBLE VALLEY REGIONAL CORRECTIONAL FACILITY**

On 1/27/15, COII Gregory Dwyer discovered an inmate at MVRCF hanging with a torn piece of bedsheet. At the time of his discovery, the inmate did not appear to be breathing and his face was graying in color. COII Joseph Aoun and COII Dwyer immediately entered the cell. They removed the makeshift noose and the inmate was able to resume breathing on his own and shortly after regained consciousness. As a result of COII Dwyer's timely discovery of this inmate and the immediate life-saving actions of COIIs Dwyer and Aoun, the inmate made a full recovery.

JAMES BRAID**NORTHWEST STATE CORRECTIONAL FACILITY**

On 01/28/2016 Officer James Braid was supervising the NWSCF dining hall when an inmate began to choke on food. The inmate was in obvious distress and could not breathe. The officer without hesitation administered the Heimlich maneuver several times until food was dislodged from the inmate's throat. A review of the incident video by first aid instructors and medical staff called the officer's technique and response to be "perfect." Officer Braid's quick thinking and the use of his training saved this inmates life.

BRAD MCCORMACK**NICHOLAS DAIGLE****MARBLE VALLEY REGIONAL CORRECTIONAL FACILITY**

On 10/1/15, COIs Brad McCormack and Nicholas Daigle were transporting inmate from MVRCF back from the hospital. The inmate had confronted police with a firearm that evening. He subsequently attempted to refuse to leave the hospital with DOC, nearly resulting in a use of force. On the return ride, he hung himself using his sweatshirt string. Despite the danger in entering the rear of the van with an inmate who had been uncooperative all evening, they immediately stopped, untied the string, and provided life-saving measures. As a direct result of their observation and assistance, the inmate suffered no lasting ill effects from this incident.

NICHOLAS DAIGLE**MARBLE VALLEY REGIONAL CORRECTIONAL FACILITY**

On 7/28/15, at MVRCF, Recreation Coordinator McIntyre began choking on food. He was unable to breathe or to dislodge the food himself. This was a potentially life-threatening situation. COI Nicholas Daigle observed the signs of medical distress. He immediately approached Recreation Coordinator McIntyre and performed the Heimlich maneuver, dislodging the food and allowing Mr. McIntyre to begin breathing again. As a result of COI Daigle's quick-thinking and unhesitating action, Mr. McIntyre suffered no lasting harm from this incident.

KEN COOPER**JEFF MCKEE****SOUTHERN STATE CORRECTIONAL FACILITY**

On Saturday, January 16, 2016, inmate A was on dry cell status in SSCF Admissions Control. COI Jeff McKee was the assigned AC officer. McKee had just completed a unit tour. COII Ken Cooper and COI Evan Haley had just returned from a transport. Once inside Admissions Control, Haley completed another unit tour. Haley observed an inmate standing at his cell door. Approximately 2 minutes after Haley's tour, COII Cooper passed the inmate's cell, looked in to see him lying with torn boxers fashioned as a noose around his neck and tied off the bunk. Cooper told McKee to call the numbers; he checked for safety and then entered the cell, immediately removing the ligature from the inmate's throat. The inmate only sustained minor injuries due to the quick action of COII Ken Cooper and COI Jeff McKee.

EVAN HALEY**SOUTHERN STATE CORRECTIONAL FACILITY**

On April 19, 2016 COI Haley was working as a SSCF unit officer when an inmate tied a television power cord around his neck and attached it to the railing of the upper tier. The inmate then lowered himself over the railing. Haley saw this and immediately responded, running to support the inmate to avoid strangulation. He attempted to radio for assistance and found that his radio couldn't transmit although it was receiving. He quickly ran back to the panel and activated the emergency response button and then returned to the inmate. Upon returning to resume support of the inmate the wire snapped under the inmate's weight and Haley lowered him down to the floor. Review of the film shows all this took place in approximately 20 seconds. The inmate's injuries were minimal.

TAYLOR COTA**NORTHERN STATE CORRECTIONAL FACILITY**

On July 14, 2015, COI Taylor Cota, who was new to the NSCF facility and corrections, recognized an event unfolding and responded without hesitation and with the utmost professionalism and compassion. COI Cota actually positioned himself underneath an offender going over the railing on the second tier in an attempt to hang himself. COI Cota provided a buffer and thereby reduced the traumatic injury that most certainly would have occurred had he not responded with this immediate action. COI Cota's response was critical in saving an inmate from hanging himself in the living unit.

SCOTT BOWMAN**NORTHERN STATE CORRECTIONAL FACILITY**

On August 6, 2015, COI Scott Bowman was on duty in the specialized medical unit (SMU) of NSCF. On this date, he identified a small amount of blood on an inmate's tray while performing his regular duties. COI Bowman immediately called to report this finding. Upon responding to the unit it was evident that the inmate was attempting to cover his body and there was additional blood identified. After removing the coverings from the inmate, it was discovered the inmate had lacerations on his neck in a suicide attempt. The inmate was treated by the medical department before being transferred by ambulance to the hospital for further assessment and stabilization. COI Bowman's attention to detail and immediate reporting of his keen observations prevented a potential loss of life.

PETER GRATTON**NORTHERN STATE CORRECTIONAL FACILITY**

On December 13, 2015, COI Peter Gratton discovered an inmate at NSCF hanging himself in his cell. After calling 10-33, COI Gratton identified that the fabric around the inmate's neck could be unfastened and he removed the fabric. He identified a clearly lethal situation and intervened with good result.

LAURIE EASTMAN**NORTHERN STATE CORRECTIONAL FACILITY**

On December 26, 2015, COI Laurie Eastman, who was new to the NSCF facility and corrections, was summoned to a secured cell door by an inmate. When COI Eastman opened the door she discovered the inmate's cellmate on the floor of the cell with material around his neck. The inmate was unresponsive and in a fetal position. COI Eastman called 10-33 and was able to get the inmate positioned outside of his cell. Due to her experience as an EMT, COI Eastman was able to safely apply her knowledge to ensure the stabilization of the inmate while awaiting the medical team. COI Eastman demonstrated good solid judgement in identifying and addressing a potentially life-threatening situation.

MATTHEW MYERS**NORTHERN STATE CORRECTIONAL FACILITY**

On December 1, 2015, COI Matthew Myers identified an inmate in the NSCF chow hall that was choking. COI Myers immediately administered life-saving measures which, in turn, dislodged the food item from the individual's throat.

EDWARD CZUCHREY**AARON STETSON****NORTHEAST REGIONAL CORRECTIONAL COMPLEX****BENJAMIN MALLERY****JUSTIN LYNAUGH**

On January 28th, 2016, an inmate at the Northeast Correctional Complex, on the Camp side, was seriously assaulted. Unit Officer COI Lynaugh immediately radioed a 10-33 and kept the scene clear. CFSS Czuchrey, COII Stetson, and COII Mallery responded and immediately began life saving measures. They maintained C-Spine stabilization and kept the inmate calm while medical staff assessed his injuries. Due to the quick response and actions of these officers, Dr. Steven Fisher, Centurion's Medical Director stated that "without the assistance in stabilizing the spine the inmate would have suffered significant damage and would quite possibly be a paraplegic."

ANNIVERSARIES

**20TH**

Judy Brassard
Susan Colburn
Dennis Ingalls
Alan Monniere
David Talcott

Lynn Bushey
Bernadette Dewing
Reginald Lantagne
Barbara Quilliam-West
Perry Tucker

Carol Callea
John Frechette
Karen Lawson
George Reed, Jr.
Jonathan Turek

John Cassarino
Matthew George
John Long
Gary Stevens

Roy Catella, Jr.
Joe Gray
Jason Manley
Jon Sylvia

25TH



Bob Arkley	Richard J. Byrne	Dan Charron	Charlene Cook	John Cross
John Driscoll	Howard Deuso	Brad Dunsmore	Phillip Fernandez	Keith Heald
Christopher Hebert	James Kamel	Carl Mallette, Jr	Larry Martineau	Michael Merchant
Johnathan Phillips	Mary Poulos	Keith Randall	Brian Reed	Marsha Rowell
Glenn Shaddock	Caren Slayton	Scott Stevens		

30TH



Suzanne Bedard	Glenn Boyde	Sherry Caforia	Scott Decatur	Mark Geno
James J. Gibson	Kristina M. Hetzel	Tracy Honsinger	David Martinson	Lisa Menard
Sandra Olberg	Michael Peterson	Catherine St. John	Cassandra Torrey	Johney White
Robert Wood	Ed Shanks			

35TH



Steve Bushey

Rae Hirst

40TH



Helena C. Kessop

Judy Pomainville

Sherri Rathbun

Betsy Rutledge

Sarah Systo

HONOR GUARD



LUNCH - BUFFET²

SPECIAL THANKS

Mark Shelton, Ross Farnsworth, Janette Hoague, Wendy Perreault

Barb Hagen and Kristy Hetzel

Paul Dragon, Deputy Secretary, AHS

VT Dept. of Correction's Honor Guard

Capitol Plaza

Vermont Correctional Industries Sign and Print Shop

² (Music by Gene McCormick)

Gene McCormick, Musician



Thank you to all the Staff, Volunteers, Service Providers and other partners!

PLEASE ENJOY THE PHOTO FROM THE EVENT



























